

Curriculum Vitae

Andrea S. Baptiste McKinney
MHA, MA, OT, CIE

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EDUCATION

Masters in Healthcare Administration (Honors), MHA
Ohio University, Athens, Ohio, 2015-2016

Masters in Occupational Therapy, Ergonomics, & Orthopedic Biomechanics, MA
New York University, New York, N.Y., 1999-2001

Bachelor of Arts in Kinesiology, BA
University of Western Ontario, London, Ontario, Canada, 1991-1994

HIGHLIGHTS

- Over 23 years of experience in safe patient handling as a researcher, consultant and author.
- Taught classes on safe patient handling, fall prevention, use of technology for risk management, healthcare ergonomics, biomechanics and the implementation of a safety culture in acute care hospitals.
- Taught as an adjunct professor in area of clinical biomechanics.
- Presented nationally for over a decade in patient handling and healthcare technology.
- Published peer review articles nationally and internationally on safe patient handling and healthcare technology
- Clinical researcher for Veterans Hospital in patient safety.
- Grant writing/IRB submissions
- Implemented safe patient handling programs in acute care hospitals across US.
- Product design and evaluations
- Clinical research and lab evaluations

PROFESSIONAL EXPERIENCE

President, Eye on Ergonomics, Inc., February 2008-Present

- Ergonomic Assessments-Office, Return to Work, Job Coaching
- Healthcare Ergonomic Evaluations-includes Endo, OR, Med surg, ICU, CCU, SICU, Radiology, ER, L&D, Ortho and other.
- Biomechanical Product Evaluation

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- Workstation Analyses
- Expert Witness Cases-Patient Handling
- Product Design
- Public Speaking /Education

Clinical Consultant, Diligent Services, Arjohuntleigh, May 2008 to September 2017

- Lead hospital-wide implementations to identify and improve areas for process improvement related to staff and patient safety.
- Contributed substantially to successful department JCAHO accreditation.
- Worked as part of team to ensure proper care of body mechanics and safety of patient.
- Saved acute care hospitals millions of revenue in year one by reduction of workers' compensation injuries.
- Improved quality of care by creating culture of safety throughout the organizations.
- Worked from executive level down to clinicians at bed side supporting clinical application of equipment.
- Presented and prepared reports for executive leadership related to patient safety initiatives.

Clinical Researcher/Ergonomist & Biomechanist, VISN 8 Patient Safety Center, Veterans Hospital, Tampa, Florida, February 2001 to April 2008

- Worked as an Adjunct Professor for USF Biomedical Engineering, taught Clinical Biomechanics Course for Graduate level students.
- Worked as an Ergonomist and Biomechanist in conducting healthcare research.
- Conducted clinical trials related to healthcare research.
- Completed numerous IRB submissions.
- Supervised USF students in Lab setting.
- Co-Investigator on several grant submissions.
- National Peer reviewed Publications & Presentations.

Research Assistant for National Science Foundation Grant, School of Education, New York University, 2000-2001

- Assisted in budgets for NSF grants.

Teaching Assistant, Occupational Therapy Department, New York University (NYU), 1999-2000

- Taught Anatomy for Occupational Students at NYU.

Kinesiologist, Cambridge Physiotherapy Clinic, Moore Muscle Therapy, Ontario March of Dimes, Canada, (1993-1999)

- Developed work conditioning exercise programs for patients.
- Assisted patients in reaching rehab goals.

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- Developed rehabilitative exercise program for MVA patients.
- Performed Physical Demand Analysis and provided ergonomic recommendations.
- Development of return to work plans for injured workers.
- Completed functional abilities ability evaluations.
- Worked with Acute Care and chronic care patients as well as Athletic Injuries.

PUBLICATIONS

1. Broderick, V., Barrett, B, Phillips, S., Cowan, L., Friedman Y., **McKinney, A.**, Chavez, M., Lind, J., Bradley, S., Kaplan, H., Bulat, T. *Staff Low Back Injury Risk During Assisted Falls Virtual Reality Simulations. Workplace Health & Safety. 2023;0(0). doi:10.1177/21650799221148665*
2. **McKinney, A.** (Member of Standards Work Group), Safe Patient Handling and Mobility. Interprofessional National Standards Across the Care Continuum. 2nd Edition. American Nurses Association, Silver Springs, Maryland, 2021
3. **Baptiste-McKinney, A.** & Halvorson, B. (2018). The Use of Friction-Reducing Devices in a safe patient handling and mobility program. *International Journal of Safe Patient Handling and Mobility*, Vol. 8, No.3
4. **Baptiste, A.** (2011). An Evaluation of Nursing Tasks. *Work* 40 pp. 115-124
5. Waters T., **Baptiste A.**, Short M., Plante-Mallon L., Nelson A. (2011) ARON ergonomic tool 1: Lateral transfer of a patient from stretcher to an OR bed. *AORN J.* 2011 Mar;93(3):334-9. doi: 10.1016/j.aorn.2010.08.025.
6. Waters T., Short M., Lloyd J., **Baptiste A.**, Butler L., Petersen C., Nelson A. ARON ergonomic tool 2: positioning and repositioning the supine patient on the OR bed. *AORN J.* 2011 Apr;93(4):445-9. doi: 10.1016/j.aorn.2010.08.027.
7. Waters T., **Baptiste A.**, Short M., Plante-Mallon L., Nelson A. (2011). ARON Ergonomic Tool 6: lifting and carrying supplies and equipment in the perioperative setting. *AORN J.* 2011 Aug;94(2):173-9. doi: 10.1016/j.aorn.2010.09.033.
8. **Baptiste, A.** (2009). Critical care (Chap. 5). In A. L. Nelson, K. Motacki, & N. Menzel (Eds.), *The illustrated guide to safe patient handling and movement*. New York: Springer Publishing.
9. Bowers B, Lloyd JD, Lee W, Powell-Cope G, **Baptiste A.** Biomechanical Evaluation of Injury Severity Associated with Patient Falls from Bed. *Journal of Rehabilitation Nursing.*, Vol.33 (6), Nov/Dec 2008, pp.254-269.
10. **Baptiste A,** Mc Cleerey M., Matz M., Evitt C. 2008. Proper sling selection and application while using patient lifts. *Rehabilitation Nursing*, 33 (1), p.24-34.
11. **Baptiste, A.** (2008). Safe Client Movement and Handling. In D. Fell-Carlson (Ed.), *Working Safely in Health Care: A Practical Guide* (94-145). Clifton Park, NY: Delmar Learning.
12. **Baptiste A.**, (2007). Leffard B, Rowen L, Ramos E., Tyler R. (2007), Roundtable discussion on “Caregiver injury and safe patient handling”, *Bariatric Nursing and Surgical Patient Care Journal*, March 2007, Vol.2(1):7-16
13. **Baptiste, A.** (2007). Safe bariatric patient handling toolkit. *Bariatric Nurs and Surg Patient Care* 2 (1): 17-25

14. **Baptiste, A.** Book Chapter on Technology Solutions for High Risk Tasks in Critical Care, Critical Care Nursing Clinics of North America 19 (2007) 177-186
15. AORN Guidance Document: Safe Patient Handling and Movement in the Perioperative Setting, April 2007.
16. AORN Workplace Safety Taskforce. (2007). Safe Patient Handling & Movement in the Perioperative Setting. Denver, CO: Association of PeriOperative Registered Nurses (AORN).
17. **Baptiste A.**, XTRAwise. "Safe Patient Handling & Falls Programs. Keys to Success". Summer 2007, Vol.9.(2).
18. Nelson, A., **Baptiste, A.**, Matz, M., & Fragala, G. (2007). Evidence-based interventions for patient care ergonomics. In: P. Carayon (Ed.), Handbook of Human Factors in Health Care and Patient Safety. New Jersey: Lawrence Erlbaum Associate, Inc
19. **Baptiste, A.** (2006). Technologies for safer patient handling in Nursing. Clinical Nursing & Patient Care.
20. **Baptiste A**, Boda SV, Nelson AL, Lloyd JD, Lee WE 3rd. (2006). Friction-reducing devices for lateral patient transfers: a clinical evaluation. American Association of Occupational Health Nurses, Apr;54(4):173-80.
21. Lloyd and **Baptiste.** (2006). Friction-reducing devices for lateral patient transfers: a biomechanical evaluation. American Association of Occupational Health Nurses, Mar;54(3):113-9.
22. Nelson, AL and **Baptiste, A.** (2006). Evidence-Based Practices for Safe Patient Handling and Movement. Orthopedic Nursing, 25 (6), 366-379. Reprinted from: *Online Journal of Issues in Nursing*, 19 (3) Manuscript 3. Available: www.nursingworld.org/ojin/topic25/tpc25_3.htm
23. Nelson, AL and **Baptiste, A.** (2006). Evidence-Based Practices for Safe Patient Handling and Movement. Clinical Reviews in Bone and Mineral Metabolism, vol. 4, no. 1, 55–69, 2006 (Reprinted from Online Journal of Nursing, 19(3)).
24. Powell-Cope, G., **Baptiste, A.** & Nelson, A. (2005). Modification of Bed Systems and Use of Accessories to reduce the risk of Hospital-Bed Entrapment. Rehabilitation Nursing, Vol. 30(1).
25. Wright L.R., Evitt C.P, **Baptiste A.** (2005). Protocol for Safe Use of Patient Handling Slings-Does One Size Fit All?, Journal of the Association of Occupational Health Professionals in Healthcare, Vol.25,No.4, p. 28-35.
26. **Baptiste A.** (2005). A New Approach to Safer Patient Handling. Private Hospital Healthcare Europe. 2005 The Reference Guide for Independent Hospitals; Clinical, Nursing and Patient Care, Campden Publishing Ltd.
27. **Baptiste A.** (2004). New Technologies for Safe Patient Handling & Movement. Private Hospital Healthcare Europe. 2004 The Reference Guide for Independent Hospitals; Clinical, Nursing and Patient Care, Campden Publishing Ltd.
28. Nelson, Powell-Cope, Davin-Dreschnack, Quigley, Bulat, **Baptiste**, Applegarth, Friedman. (2004). Technology to Promote Safe Mobility in Elderly. Nursing Clinics of North America, Vol. 39, No.3, p. 649-671.
29. **Baptiste**, Meittunen, Bertschinger, G. (2004). Technology Solutions for Bariatric Populations. Journal of Association of Occupational Health Professionals in Healthcare.

30. Patient Care Ergonomics Resource Guide: Safe Patient Handling and Movement, Patient Safety Center of Inquiry, Tampa Fl. VHA and Department of Defense, Oct 2001, (Contributor, Reviewer).
31. **Baptiste**, Tiesman, Nelson, Lloyd. (2001). Technology to Reduce Nursing Back Injuries, Rehabilitation Nursing Journal, 27 (2).

PRESENTATIONS & POSTERS/ROUND TABLE DISCUSSIONS

1. **McKinney, A.**; Bond, Q.; Portoff, T. “Emergency Ergonomics”, ASSP Webinar, February 3rd 2026.
2. **McKinney, A.** “Mobility and Long Term Care”, ASSP Webinar, April 10, 2025.
3. **Baptiste, A.**, Gallo, C. “Improving safe handling and mobility in long term care”. McKnight Webinar (Producer), (2022).
4. **Baptiste, A.**, Hart-Hughes, S. & Arnold, M. “Integrating Safe Patient Handling into your Rehabilitation Goals”. 1st International Safe Patient Handling & Mobility Conference & Expo. Invited Presenter. September 2018.
5. Society of Critical Care Medicine (SCCM) Conference –Feb 2016. (Vendor demo Sara combilizer)
6. **Baptiste, A.** The 5th Annual Northeast Safe Patient Handling Conference, Grappone Conference Center Concord, NH • Friday, October 24, 2014 (Presenter).
7. **Baptiste, A.** Presentation: Use of Effective Patient-Handling Techniques within Healthcare. Proceeding for International Conference on Applied Human Factors and Ergonomics, July 2010.
8. **Baptiste A.**, Presentation. “Hands on Practical Experience With The Newest Patient Handling Equipment: Bed-Related Tasks; Hands on Practical Experience With The Newest Patient Handling Equipment : Ambulation, Toileting, and Transport Tasks; Evaluation of Friction Reducing devices, 10th Annual SPHC, March 31-April 2nd, 2010.
9. **Baptiste A.**, Presentation. “Developing a facility plan for bariatric patients”, Bay Pines VA. Hospital Florida, February 6, 2009.
10. **Baptiste A., Pre-conference speaker** “*Hands on practical experience with the newest bariatric patient handling equipment*”, Safe Patient Handling and Movement Conference, Lake Buena Vista, Orlando, Florida, March 10-14, 2008
11. **Baptiste A.**, *Presentation with Mary Muir. “Technologies & Practical Techniques/Bariatric Technologies”*, Lake Buena Vista, Orlando, Florida, March 10-14, 2008
12. **Baptiste A.**, *Presentation “Evaluation of Friction Reducing Devices”*, Safe Patient Handling and Movement Conference, Lake Buena Vista, Orlando, Fl., March 10-14, 2008
13. **Baptiste A.**, *Presentation. “Safe Patient Handling and Movement, Co-ordinated& speaker of Pre-conference session on “Challenges for Safe Patient Handling in Bariatrics”*, Lake Buena Vista, Orlando, Florida, March 10-14, 2008
14. **Baptiste A.**, *Presentation “Solutions & Gaps for Patient Handling Technologies in Peri-Operative Area ”*, Safe Patient Handling and Movement Conference, Lake Buena Vista, Orlando, Fl., March 10-14, 2008
15. **Baptiste A.**, *Presentation. “Safe Patient Handling and Movement”*. Mercy College, New York, Oct 5th, 2007.

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16. **Baptiste A., XTRAwise.** “Safe Patient Handling & Falls Programs. Keys to Success”. Summer 2007, Vol.9.2
17. **Baptiste A.,** *Presentation:* “Transfer Skills, Use of Technology”. 8th Annual Falls Conference “Transforming Fall Prevention Practices”, Sheraton Sand Key Resort, Clearwater, Florida, April 15-18th, 2007.
18. **Baptiste A.,** Leffard B., Ramos E., Rowen L., Tyler R. *Round Table Discussion,* Bariatric Nursing and Surgical Patient Care. “Caregiver Injury and Safe Patient Handling, March 2007, Vol. 2, No. 1:7-16. Mary Ann Liebert, Inc.
19. **Baptiste A.,** *Presentation:* “Challenges for Safe Patient Handling in Bariatrics” & Co-coordinated Pre-Conference on Bariatrics, Safe Patient Handling & Movement Conference, Contemporary, Disney, Orlando, Fl. March 12-16th, 2007
20. **Baptiste A.,** *Presentation:* “Patient Transport Technologies”, Safe Patient Handling & Movement Conference, Contemporary, Disney, Orlando, Fl. March 12-16th, 2007
21. **Baptiste A.** *Presentation:* “Fall Technologies”. 2006 Falls Conference, Trade Winds Island Grand Resorts St. Pete Beach, Florida.
22. **Baptiste A.,** Boda, S., Nelson, A., Lloyd, A., Lee W. Clinical Evaluation of Friction Reducing Devices in Patient Lateral Transfers. *Paper* accepted at XIX International Occupational Ergonomics and Safety Conference, Las Vegas, June 27-29, 2005.
23. **Baptiste A.,** Boda, S., Nelson, A., Lloyd, A., Lee W. Clinical Evaluation of Friction Reducing Devices in Patient Lateral Transfers. *Poster* accepted at 5th Annual Safe Patient Handling & Movement Conference, February 28-March 4, 2005. Trade Winds Island Grand Resorts St. Pete Beach, Florida.
24. **Baptiste A.** *Presentation* on “Patient care Ergonomics/Back Injury Resource Nurse Certification Training”. Boston VA, Sept.30/04-Oct.1/04.
25. **Baptiste A,** Lloyd J. *Poster:* “Biomechanical Evaluation of Friction Reducing Devices.” James A. Haley Veterans’ Hospital Research Day, Tampa, FL, April 25, 2002.
26. **Baptiste A.** *Presentation:* “Technology Solutions for Safe Patient Handling & Movement.” Full Spectrum of Ergonomics Conference, Hospital of Joint Diseases, New York University, NY, Jan. 16-18, 2002.
27. **Baptiste A,** Fragala G, Butler M, Carver M. *Presentation:* “Resource Guide for Bariatric Equipment, Devices & Supplies.” Safe Patient Handling and Movement Conference, Clearwater, FL, March 4-7, 2003.
28. **Baptiste A,** Lloyd J, Joliff J. *Presentation:* “Evaluation of Technology to Support Safe Patient Handling and Movement.” Safe Patient Handling and Movement Conference, Clearwater, FL, March 4-7, 2003.
29. **Baptiste A.** and Lloyd J. *Presentation:* Epidemiology Lectures, University of South Florida, 2003
30. **Baptiste A.** *Presentation:* “The Bariatric Population”, “Evaluation of Technology to Support Safe Patient Handling & Movement”, “OSHA guidelines”. Health Care Ergonomics, American Federation Government Employees Safety Conference, Jan 12-16th, 2004
31. **Baptiste A.** *Presentation:* “Demonstration of Lateral Transfer Solution.” 4th Annual Safe Patient Handling and Movement Conference. Lake Buena Vista, FL. March 4, 2004.

32. **Baptiste A.** *Presentation:* “Evaluation of Friction Reducing Devices.” 4th Annual Safe Patient Handling and Movement Conference. Lake Buena Vista, FL. March 4, 2004.
33. **Baptiste A.** *Presentation:* “Strategies for Evaluating Hospital Bed Systems from an Ergonomics Perspective.” 5th Annual Evidence-Based Fall Prevention Conference, Pre-Conference on New Developments in Hospital Bed Safety. Clearwater, FL. March 29, 2004.
34. **Baptiste A.** “Evaluation of Friction Reducing Devices for Patient Transfers”. *Poster* was accepted at Steps-Healthier Workforce Symposium, CDC, Oct 27th, 2004

Grants

- 1) Biomechanical assessment of wheelchair transfers in persons with SCI. Harrow, J, Lloyd, J., **Baptiste, A.**, Nelson, A, Luther, S. RR&D **Funded.** 6/03-12/04
- 2) Biomechanics of Falls: Pilot Study. Lee, W, Lloyd, J., **Baptiste, A.**, Powell-Cope, G., Bowers. **Internally Funded (Thesis Project).** 5/04-4/05
- 3) Upper Extremity Biomechanics during Pressure Relief in Persons with Paraplegia. Lloyd, **Baptiste,** Cresta, Harrow. **Internally Funded (Thesis project).** 6/03-12/04
- 4) Biomechanical Evaluation of Patient Transport Technologies, **Baptiste,** Lloyd. Sept 2005-2006
- 5) Effect of Exercise on Gait and Balance in Peripheral Neuropathy. RR&D. Quigley, P. , Bulat, T., Cope-Powell, G., Hart-Hughes, S., Rutledge, M., Ahmed, S., Schulz, B., Palacios, P., Stylianides, G., Chen, L. & **Baptiste, A.** 2006-2008
- 6) Gait, Balance and Attention Demands in Traumatic Brain Injury. Curtiss G., Vanderploeg, R., Hart-Hughes, S; **Baptiste, A.**, Darkangelo, B., Schulz, B., Scholten, J. 2007-2009
- 7) Exercise interventions to reduce postural instability in OA. Bulat, Patricia Quigley, PhD, ARNP, MPH, Audrey Nelson, PhD, RN, **Andrea Baptiste, MA, OT,** Brian Schulz, PhD, Jeffrey Kromrey, PhD. Funded 2008.
- 8) Pilot Study: Gait and Balance Patterns among Polytrauma Soldiers with known Traumatic Brain Injuries (TBI): Descriptive analysis. Quigley, Scott, S., **Baptiste, A.**, Applegarth, S., Hart-Hughes, S., Friedman. Funded 2008.
- 9) Gait, Balance, and Attention Demands in Traumatic Brain Injury. Glenn Curtiss, **Andrea Baptiste,** Stephanie Hart-Hughes, Rodney Vanderploeg, Barbara Darkangelo, Lisa DiRiolo. Funded 2008.

CERTIFICATIONS & HONORS

Golden Key Recipient, Golden Key International Honor Society
 Certification in Safety, Institute for Healthcare Improvement
 Certifications:

1. Institute for Healthcare Improvement (IHI) Courses, 2016 –see details below:
 IHI Certificates were achieved for the following courses:

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IHI Open School Basic Certific-2016 in Improvement Capability, Patient safety, Leadership, Person and Family Centered Care, Triple Aim for Population, and Quality, Cost, and Value.

Quality Improvement

Patient Safety

Achieving Breakthrough Quality, Access, and Affordability

Becoming a Leader in Health Care

Communicating with Patients after Adverse Events

Dignity and Respect

Fundamentals of Improvement

Fundamentals of Patient Safety

Human Factors and Safety

Introduction to Patient Safety

Introduction to the Culture of Safety

Mastering PDSA Cycles and Run Chart

Measuring for Improvement

Root Cause and Systems Analysis

Teamwork and Communication

The Human Side of Quality Improvement

The Life Cycle of a Quality Improvement

The Model for Improvement Your Engine for Change

PS 102: From Error to Harm

PS 202: Building a Culture of Safety

PS 105- Responding to Adverse Events

QI 102- How to Improve with the Model for Improvement

QI 103: Testing and Measuring Changes with PDSA Cycles

QI 201: Planning for Spread: From Local Improvements to System-Wide Change

QI 105: Leading Quality Improvement

QI 104: Interpreting Data: Run Charts, Control Charts and Other Measurement Tools

PFC 101: Introduction to Patient Centered Care

L 101: Introduction to Healthcare Leadership

QI 202: Addressing Small Problems to Build Safer, More Reliable Systems

2. Privacy and HIPPA-2014 Certificate of Completion. Research Methods in MHA
3. National Ergonomics Conference & ErgoExpo Webinar on "Achieving Best Outcomes: Combining Early Intervention and Ergonomics-Nov 2017

Member of Association of Safe Patient Handling Professionals

Board Certified Industrial Ergonomist CIE Reg # 000-060301

Canadian Association of Rehabilitation Professionals, (ARP member,1999). Member no. BAPA0998

PROFESSIONAL COURSES

1. Industrial Rehabilitation Functional Assessment and Work Hardening Certificate, Roy Matheson & Associates, Canada, 1997.

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2. Medical Exercise Therapy Diploma, The Holten Course of MET, Norway, 1994
3. Physical Demands Analysis Course, 1998
4. NeuroCom International: Clinical Integration Seminar, Sept. 2001
5. HIPPA Training, 2001-2010
6. National Patient safety Goals training, 2015
7. Institute for Healthcare Improvement Courses, 2016

STUDENT MENTORING

2004	Lelia Barks, Ph D(c), University of South Florida, Nursing	Ph D- Clinical Biomechanics
2004-2005	Bonnie Bowers, MSBE University of South Florida, Department of Biomedical Eng	Masters Thesis – ‘Biomechanics of Injuries Associated with Falls from Bed’
2004-2005	Sruthi Vasudev Boda, MS University of South Florida, Department of Biomedical Eng.	Masters Thesis – ‘Clinical evaluation of friction reducing devices for lateral transfer of patients’
2005	Paulina Katsouli, MS, University of South Florida	Masters Field Experience-‘Repositioning Devices for patient handling’
2005	Jonathan Philippe, University of South Florida, Department of Public Health	Masters Field Experience-Developed Wandering Technology Resource Guide
2006	Fritz Breckner, University of South Florida, Department of Public Health	Masters Field Experience-Data collection for Functional Capacity Evaluation Project
2007,2008	Micheline Guilman-University of South Florida	Motion analysis- Vicon training

NATIONAL CONSENSUS GUIDELINES & PROFESSIONAL ACTIVITIES/PRODUCTS

- SPHM Standards Revision Workgroup/Advisory Group, American Nurses Association (2019-2022).
- Ergonomics Task Force member for developing algorithms-National VA.
- Prosthetics Clinical Management-National VA.
- Functional Capacity Evaluation Task Force -National, VA
- Co-coordinator of the Bariatric Pre-conference for Safe Patient Handling & Movement Conferences.
- Ergonomic Consultant and project coordinator for equipment trials at the hospital.
- National Association of Orthopaedic Nurses (NAON) Task Force.
- AORN Workplace Safety Taskforce. (2007). Safe Patient Handling & Movement in the Perioperative Setting. Denver, CO: Association of PeriOperative Registered Nurses (AORN).

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PRODUCTS

- Development of Technology Resource Guide for Safe Patient Handling & Movement
- Development of Resource Guide for Slings
- Guidelines for Sling selection
- Development of Resource Guide for Bariatric population
- Product Evaluations-patient handling technology
- Resource Guide of Wandering Technologies
- Developed Guideline assessment for bed and mattress evaluation
- Developed Toolkits for Sling and Bariatric-disseminated nationally

REFERENCES

Available upon request